

UNDERSTANDING THE PSYCHOLOGICAL CONTRACT OF EMPLOYMENT

A Practical Research Overview



International School
Of Management

— UNLOCKING KNOWLEDGE —

INTRODUCTION



This course is based on a research by the faculty of the International School of Management (ISM) Lagos which has been recognized by the Nigerian Institute of Management (Chartered) and the Airtel Network Nigeria as the best management study in the South West of Nigeria and one of the most outstanding management research works conducted by Nigerians in the year 2013.

While the origins of the concept of 'the psychological contract' can be traced to the 1960s, the idea gained widespread currency in the academic and research fields of organisational psychology, organisational behaviour and HRM in the 1990s following the publication of a key article, then a book, by Rousseau (1989, 1995) which stimulated renewed interest in the idea. The concept is now also popular in practitioner circles. Its contemporary popularity with human resource professionals is suggested by a 2002 UK survey that found that 36% of HR Managers used the concept 'to manage the employment relationship' and that 90% agreed that it was 'a useful concept' (Guest and Conway 2002). Despite its popularity in both academic and practitioner circles, the concept remains controversial for several reasons: questions remain as to the precise meaning of the concept, its theoretical and practical utility and its ideological and political usage in organisations.

The course seeks to introduce the concept by: defining psychological contract, identifying what is normally thought to be contained in one, explaining the different types of psychological contract, explaining why the concept is so popular and highlighting some potential problems with the concept. The implications of psychological contracts for management, leadership and organisations are considered as part of the main features of this overview.

LEARNING OBJECTIVES

This course should enable students to learn and be skilled at;

1. Conceptualizing and relating to others the nature and scope of expectations in the relationship between employees and their employers
2. Defining expectations during recruitment, orientation programmes and various interdependent work relationships.
3. Communicating and agreeing on expectations as part of the continuing dialogue implicit in good performance management practices.
4. Adopting a policy of transparency on company policies and procedures and on management's proposals and decisions as they affect people.
5. Treating people as stakeholders, relying on consensus and cooperation rather than control and coercion.

COURSE OUTLINE

1. Historical Development
2. Definitions of Psychological contracts
3. Conceptualizing Psychological Contract
4. Ambiguity of Psychological Contract
5. Social exchange theory
6. With whom does an employee have a contract?
7. Categorizing employer relationships with employees
8. Types of Psychological contracts
9. How are transactional and relational contracts related?
10. Measurement of psychological contract
11. The key features of the psychological contract
12. Creation and management of the psychological contract
13. Development of contract breach and violation
14. Consequences of the psychological contract breach
15. Human resource practices and psychological contracts
16. Are psychological contracts changing?

ROLES RELEVANT TO THIS COURSE:

1. HR Managers, Specialist and Directors
2. Line Managers
3. Owner Managers
4. Directors and leaders in public and private organizations

REGISTRATION & ENQUIRIES

Duration : 2 days

Registration : N10, 000 (non-refundable)

Tuition : N120, 000

FOR FURTHER ENQUIRIES, PLEASE CONTACT:

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